

MAR 2 2006

COMMERCE, REGULATION & LABOR

HOUSE FILE 2603
BY HOGG

Passed House, Date _____ Passed Senate, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act providing unpaid leave for employees attending school
2 functions and providing a penalty.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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HF 2603

1 Section 1. NEW SECTION. 91F.1 DEFINITIONS.

2 As used in this chapter, unless the context otherwise
3 requires:

4 1. "Child" means a biological, adopted, or foster child, a
5 stepchild, a legal ward, or a child of a person standing in
6 loco parentis who is under eighteen years of age or is
7 eighteen years of age or older and incapable of self-care
8 because of a mental or physical disability.

9 2. "Eligible employee" means an employee as defined in
10 section 91A.2 who has been employed for at least twelve months
11 by the employer with respect to whom leave is requested and
12 for at least one thousand two hundred fifty hours of service
13 with such employer during the previous twelve-month period.

14 3. "Employer" means a person, as defined in chapter 4, who
15 in this state employs for wages, paid on an hourly basis,
16 fifty or more natural persons.

17 4. "School function" includes a parent-teacher conference,
18 school program, or other volunteer activity at a school at
19 which the parent has a child attending.

20 Sec. 2. NEW SECTION. 91F.2 SCHOOL FUNCTION LEAVE
21 AUTHORIZED.

22 An eligible employee shall be entitled to a total of
23 eighteen hours of leave during any twelve-month period for the
24 purpose of attending school functions involving the eligible
25 employee's child.

26 Sec. 3. NEW SECTION. 91F.3 LEAVE REQUIREMENTS.

27 1. An employer shall not be required to pay an eligible
28 employee for any leave taken pursuant to section 91F.2.
29 However, an eligible employee taking a leave permitted by this
30 chapter may elect to substitute for leave allowed under this
31 chapter any of the employee's accrued vacation leave or other
32 accrued time off during such period or any other paid or
33 unpaid time off negotiated with the employer.

34 2. The employee shall provide the employer with reasonable
35 advance notice of the need for the school function leave.

1 employer who fails to grant a leave of absence payable to the
2 school district of the aggrieved employee.

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